

INDUSTRIAL DISPUTES, SEPTEMBER QUARTER 1978

INQUIRIES

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MAIN FEATURES

In the three months ended September 1978 there were 662,900 working days lost through industrial stoppages (of 10 man-days or more), compared with 658,600 in the same period in 1977 and 2,020,800 in the September quarter 1976.

For disputes which ended in the September quarter 1978 –

- 45 per cent of the disputes lasted for one day or less (Table 3)
- 42 per cent of total working days lost were in disputes in which wages were the main cause (Table 4)
- 66 per cent of disputes were settled by resumption without negotiation. These disputes accounted for 83 per cent of total workers involved and 64 per cent of working days lost (Table 5).

EXPLANATORY NOTES

Introduction

This bulletin contains quarterly statistics of industrial disputes. Monthly figures for the period have previously been published in less detail in the monthly bulletin *Industrial Disputes* (6321.0).

2. The quarterly statistics of industrial disputes according to duration, cause, method of settlement, number of workers involved, and total working days lost shown in Tables 3 to 7 refer to disputes which ended in the quarter. They may differ from quarterly figures in Tables 1 and 2 in which figures for workers involved and working days and wages lost refer to all disputes that started or were in progress during the quarter, irrespective of whether they had ended during the quarter or continued into the next period. The figures for numbers of disputes in Tables 1 and 2 relate only to disputes which started during the quarter. (See paragraph 7.)

3. The statistics of industrial disputes are compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1.

4. The statistics relate only to disputes involving stoppages of work of ten man-days or more at the establishments where the stoppages occurred.

5. The figures of working days and wages lost relate to the losses due to industrial disputes (as defined in paragraph 9). They need not necessarily relate to the aggregate working time or wages lost for the economy as a whole. For example, effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc. are not measured by these figures. Also, some workers involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total man-days and wages lost in any particular dispute may be made up through working longer hours or increasing the work force at other establishments, or at the establishments involved in the dispute after work has resumed.

6. Reports of stoppages of work are obtained from (a) employers and trade unions, (b) government departments and authorities, (c) State and Federal industrial arbitration authorities, and (d) trade journals, employer and trade union publications and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. Particulars of some stoppages (for example, those involving a large number of establishments) may have been estimated and the figures therefore should be regarded as giving only a broad measure of the extent of industrial disputes (as defined).

7. Stoppages of work occurring at different times and at different establishments, but due to the same cause, may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State or Territory is counted as a separate dispute in each State or Territory. A dispute involving workers in more than one industry in a State or Territory is counted only once in the number of disputes – in the industry that has the largest number of workers involved; but workers involved, working days lost and estimated loss in wages are allocated to their respective industries. Disputes not settled at the end of a year are included as new disputes in the figures for the following

year. Disputes not settled at the end of a quarter are not counted in the number of disputes for the following quarter, but additional workers involved and working days and wages lost are included. Therefore average days lost per worker involved on a quarterly basis are not comparable with the yearly averages.

8. For statistics of industrial disputes for earlier periods see *Labour Statistics 1977* (6101.0) and earlier issues of this bulletin.

Definitions

9. For the purposes of this collection an *industrial dispute* is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and conditions of employment (e.g. political matters, fining and gaoling of persons) are included in the figures.

10. *Workers directly and indirectly involved* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

11. *Workers directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

12. *Workers indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute. Workers thrown out of work at establishments other than those where the stoppages occurred are excluded.

13. *Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved included in the statistics relate to the maximum number of individual workers involved.

14. *Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

15. *Estimated loss in wages* represents the amount of wages and salaries lost by workers directly and indirectly involved in the dispute and the amount is generally reported by parties to the dispute. In some cases the loss in wages is estimated on the basis of

working days (or hours) lost and the estimated average daily (or hourly) wage or salary of the employees involved. For some disputes there is no loss in wages.

Causes

16. The statistics of causes of industrial disputes relate to the *direct causes of stoppages of work* and include only those industrial disputes involving stoppages of work of ten man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees.

Causes of industrial disputes are grouped as follows :

Wages. Claims involving general principles relating to wages (e.g. increase (decrease) in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important).

Hours of work. Claims involving general principles relating to hours of work (e.g. decrease (increase) in hours; spread of hours).

Leave, pensions, compensation provisions, etc. Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards; etc.

Managerial policy. Disputes concerning the managerial policy of employers — computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.

Physical working conditions. Disputes concerning physical working conditions — safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.

Trade unionism. Disputes concerning — employment of non-unionists; inter-union and intra-union disputes (including demarcation disputes); sympathy stoppages in support of employees in another industry; recognition of union activities; etc.

Other. Disputes concerning — protests directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate

transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

Methods of settlement

17. Statistics of the method of settlement of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures relate only to disputes involving stoppages of work of ten man-days or more. For these reasons they do not reflect the relative importance of the work of authorities operating under State and Federal legislation.

The classification of methods of settlement is as follows :

Negotiation. Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

Mediation. The arbitration or mediation of persons whose intervention or assistance is not based on State or Federal industrial legislation.

State legislation.

- (a) Under State conciliation and arbitration or wages board legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference.

- (b) Under other State legislation. Intervention, assistance or advice of State government officials or inspectors.

Federal and joint Federal-State legislation.

- (a) Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial tribunals created by or constituted under the following Acts : (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Industry Act, (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and the Public Service Arbitration Act).

- (b) Intervention, assistance or advice of Federal government officials or inspectors.

Filling the places of workers on strike or locked out.

Closing down the establishment permanently.

Resumption without negotiation.

Other methods.

18. All publications produced by the ABS are listed in *Catalogue of Publications* (1101.0) which is available free of charge from any ABS office.

Symbols and other usages

* Less than half the final digit shown.

— Nil

Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

R. J. CAMERON
Australian Statistician

TABLE 1. INDUSTRIAL DISPUTES (a): 1976 TO SEPTEMBER QUARTER 1978

Period	Number of disputes	Workers involved ('000)			Working days lost		Estimated loss in wages (\$'000)
		Directly	Indirectly	Total	Number ('000)	Average days per worker involved	
AUSTRALIA							
1976	2,055	2,137.3	52.6	2,189.9	3,799.2	1.7	114,552
1977	2,090	539.4	56.8	596.2	1,654.8	2.8	59,674
Quarter ended —							
1976							
June	497	522.2	12.2	534.4	867.3	1.6	25,965
September	509	1,395.7	12.1	1,407.8	2,020.8	1.4	60,055
December	457	93.6	9.3	102.9	404.6	3.9	13,944
1977							
March	538	112.4	13.5	126.0	307.3	2.4	10,299
June	517	130.7	17.5	148.2	410.8	2.8	15,418
September	606	216.8	18.1	234.9	658.6	2.1	23,834
December	429	79.5	7.6	87.1	278.2	3.2	10,123
1978							
March	457	74.9	6.0	80.9	183.8	2.3	7,162
June	587	485.9	20.3	506.3	791.7	1.6	28,487
September	684	271.6	23.3	295.0	662.9	2.3	24,647
STATES AND TERRITORIES							
1977 —							
N.S.W.	1,162	243.0	15.3	258.3	538.2	2.1	19,162
Vic.	244	99.6	21.1	120.7	586.1	4.9	20,752
Qld	278	108.5	9.5	118.0	240.8	2.0	8,870
S.A.	93	23.0	3.4	26.4	30.6	1.2	940
W.A.	229	49.1	5.8	54.9	220.5	4.0	8,582
Tas.	39	6.6	1.3	7.9	26.7	3.4	928
N.T.	15	3.3	0.2	3.4	3.8	1.1	140
A.C.T.	30	6.3	0.2	6.5	8.0	1.2	301
September quarter 1978 —							
N.S.W.	364	150.5	5.6	156.1	351.4	2.3	12,691
Vic.	108	30.8	7.6	38.4	137.8	3.6	4,811
Qld	72	58.9	1.7	60.6	92.2	1.5	4,063
S.A.	37	11.9	5.9	17.7	22.9	1.3	696
W.A.	77	14.4	1.6	16.0	45.6	2.9	1,889
Tas.	11	1.7	0.9	2.6	5.9	2.3	234
N.T.	10	0.8	—	0.8	3.1	3.8	123
A.C.T.	5	2.7	—	2.7	4.0	1.5	141

(a) See paragraph 2, page 1.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING THE SEPTEMBER QUARTER 1978 (a) : INDUSTRIES

ASIC division	ASIC industry	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia (c)
NUMBER OF DISPUTES								
A	Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—
B	Mining	70	—	18	—	53	3	144
	Coal mining	68	—	14	—	—	—	82
	Other mining	2	—	4	—	53	3	62
C	Manufacturing	174	73	29	21	6	4	309
	Food, beverages and tobacco	11	26	17	2	—	—	58
	Textiles; clothing and footwear	—	—	—	—	—	—	—
	Wood, wood products and furniture	1	—	—	—	—	1	2
	Paper and paper products, printing and publishing	8	3	1	—	—	2	14
	Chemical, petroleum and coal products	15	4	1	2	1	—	23
	Metal products, machinery and equipment	133	37	10	15	3	1	199
	Other manufacturing	6	3	—	2	2	—	13
D	Electricity, gas and water	20	3	1	1	1	—	26
E	Construction	32	11	4	9	4	1	62
F	Wholesale and retail trade	9	—	1	1	—	—	11
G,H	Transport and storage; communication	36	18	12	5	8	2	89
	Road transport; other transport and storage; communication	9	6	4	2	2	1	28
	Railway transport; air transport	10	3	—	1	—	—	14
	Water transport	17	9	8	2	6	1	47
	Stevedoring services	15	8	6	2	6	1	42
	Water transport (except stevedoring services)	2	1	2	—	—	—	5
L	Entertainment, recreation, restaurants, hotels and personal services	5	2	—	—	2	—	10
I,J,K	Other industries	18	1	7	—	3	1	33
	Total	364	108	72	37	77	11	684

WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)

A	Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—
B	Mining	15.0	—	9.2	—	7.1	0.5	31.7
	Coal mining	14.9	—	4.3	—	—	—	19.2
	Other mining	0.1	—	4.9	—	7.1	0.5	12.6
C	Manufacturing	70.8	19.6	32.2	14.3	1.0	1.4	139.5
	Food, beverages and tobacco	9.1	6.7	14.7	0.2	—	—	30.9
	Textiles; clothing and footwear	—	—	2.0	—	—	—	2.0
	Wood, wood products and furniture	0.1	—	—	—	—	*	0.1
	Paper and paper products, printing and publishing	5.1	0.5	0.3	—	—	1.3	7.1
	Chemical, petroleum and coal products	2.1	0.2	0.1	0.4	0.3	—	3.0
	Metal products, machinery and equipment	53.9	11.5	15.2	13.4	0.7	0.1	94.8
	Other manufacturing	0.6	0.7	—	0.2	0.1	—	1.6
D	Electricity, gas and water	14.9	0.8	0.1	*	1.2	—	16.9
E	Construction	8.2	3.0	7.3	0.5	0.5	*	19.8
F	Wholesale and retail trade	1.6	—	4.0	*	—	—	5.6
G,H	Transport and storage; communication	18.9	13.7	7.3	3.0	5.9	0.6	50.0
	Road transport; other transport and storage; communication	11.1	6.4	3.5	1.7	2.0	0.4	25.6
	Railway transport; air transport	0.6	3.3	0.5	0.6	—	—	5.0
	Water transport	7.2	4.0	3.3	0.7	3.9	0.2	19.5
	Stevedoring services	7.1	3.9	1.2	0.7	3.9	0.2	17.2
	Water transport (except stevedoring services)	0.2	*	2.0	—	—	—	2.2
L	Entertainment, recreation, restaurants, hotels and personal services	7.1	0.1	—	—	*	—	7.3
I,J,K	Other industries	19.7	1.2	0.7	—	0.2	0.1	24.0
	Total	156.1	38.4	60.6	17.7	16.0	2.6	295.0

For footnotes see page 6.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING THE SEPTEMBER QUARTER 1978 (a) :
INDUSTRIES — continued

ASIC division	ASIC industry	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia (b)
WORKING DAYS LOST ('000)								
A	Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—
B	Mining	22.8	—	37.2	—	25.8	3.3	89.1
	Coal mining	22.3	—	25.3	—	—	—	47.6
	Other mining	0.5	—	11.9	—	25.8	3.3	41.6
C	Manufacturing	205.2	75.7	37.8	18.3	2.0	2.0	341.5
	Food, beverages and tobacco	23.1	51.6	23.2	0.1	—	—	98.6
	Textiles; clothing and footwear	—	—	1.0	—	—	—	1.0
	Wood, wood products and furniture	0.4	—	—	—	—	*	0.5
	Paper and paper products, printing and publishing	12.7	2.8	0.6	—	—	1.8	18.0
	Chemical, petroleum and coal products	10.8	0.7	*	5.2	0.3	*	17.0
	Metal products, machinery and equipment	156.0	17.3	12.9	12.0	1.6	0.2	200.0
	Other manufacturing	2.1	3.3	—	1.0	0.1	—	6.5
D	Electricity, gas and water	8.6	1.8	0.1	*	4.0	—	14.6
E	Construction	20.5	23.9	5.9	0.6	1.1	*	52.4
F	Wholesale and retail trade	15.0	—	2.1	*	—	—	17.1
G,H	Transport and storage; communication	33.6	35.2	8.4	4.0	12.6	0.5	96.9
	Road transport; other transport and storage; communication	9.9	17.6	2.9	0.8	6.8	0.1	39.6
	Railway transport; air transport	3.9	2.0	0.3	1.6	—	—	7.8
	Water transport	19.9	15.6	5.3	1.6	5.8	0.4	49.6
	Stevedoring services	19.3	15.2	3.2	1.6	5.8	0.4	46.5
	Water transport (except stevedoring services)	0.6	0.4	2.1	—	—	—	3.1
L	Entertainment, recreation, restaurants, hotels and personal services	17.5	0.1	—	—	*	—	17.7
I,J,K	Other industries	28.1	1.2	0.6	—	0.1	*	33.5
Total		351.4	137.8	92.2	22.9	45.6	5.9	662.9
ESTIMATED LOSS IN WAGES (\$'000)								
A	Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—
B	Mining	1,015	—	2,014	—	1,157	141	4,327
	Coal mining	992	—	1,457	—	—	—	2,449
	Other mining	23	—	557	—	1,157	141	1,878
C	Manufacturing	7,185	2,630	1,334	580	73	73	11,897
	Food, beverages and tobacco	889	1,762	833	4	—	—	3,511
	Textiles; clothing and footwear	—	—	35	—	—	—	35
	Wood, wood products and furniture	14	—	—	—	—	2	16
	Paper and paper products, printing and publishing	510	114	21	—	—	66	712
	Chemical, petroleum and coal products	419	23	2	143	10	—	598
	Metal products, machinery and equipment	5,282	613	442	396	60	5	6,799
	Other manufacturing	71	117	—	37	2	—	226
D	Electricity, gas and water	294	137	7	1	149	—	589
E	Construction	820	945	293	22	48	2	2,143
F	Wholesale and retail trade	548	—	74	*	—	—	622
G,H	Transport and storage; communication	1,249	1,062	318	93	457	18	3,287
	Road transport; other transport and storage; communication	408	468	104	30	249	3	1,318
	Railway transport; air transport	140	62	9	6	—	—	216
	Water transport	700	532	205	57	208	15	1,753
	Stevedoring services	675	532	113	57	208	15	1,636
	Water transport (except stevedoring services)	25	—	92	—	—	—	117
L	Entertainment, recreation, restaurants, hotels and personal services	643	3	—	—	2	—	654
I,J,K	Other industries	936	32	23	—	4	—	1,127
Total		12,691	4,811	4,063	696	1,889	234	24,647

(a) See paragraph 2, page 1. (b) Includes the Northern Territory and the Australian Capital Territory (see Table 1, page 4).

TABLE 3. INDUSTRIAL DISPUTES ENDING IN THE SEPTEMBER QUARTER 1978 (a) :
INDUSTRIES AND DURATION

Duration (working days)	Manufacturing				Construc- tion	Transport and storage; communication		Other industries	All industries	Proportion of total
	Mining		Metal products, machinery and equip- ment	Other		Steve- doring services	Other			
	Coal	Other								
DISPUTES										
					- number -					%
Up to 1 day	52	27	99	26	20	18	21	34	297	45.3
Over 1 to 2 days	14	10	34	19	8	11	7	14	117	17.8
Over 2 to 3 days	4	5	15	19	7	2	6	7	65	9.9
Over 3 to less than 5 days	3	9	14	11	6	4	1	7	55	8.4
5 to less than 10 days	7	7	19	13	11	4	4	9	74	11.3
10 to less than 20 days	1	4	12	8	7	1	4	3	40	6.1
20 to less than 40 days	2	-	2	-	-	1	1	-	6	0.9
40 days and over	-	-	1	-	1	-	-	-	2	0.3
Total	83	62	196	96	60	41	44	74	656	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					- '000 -					%
Up to 1 day	8.5	5.2	52.4	23.5	14.4	3.6	20.7	21.1	149.3	52.6
Over 1 to 2 days	6.6	0.6	18.1	3.4	1.4	4.1	6.2	18.7	59.2	20.8
Over 2 to 3 days	2.1	0.8	12.9	7.3	1.0	0.2	1.3	7.3	32.8	11.5
Over 3 to less than 5 days	0.4	1.8	2.1	1.9	1.1	5.6	*	2.2	15.0	5.3
5 to less than 10 days	2.0	3.3	1.6	3.1	2.2	2.0	3.8	3.2	21.2	7.5
10 to less than 20 days	*	0.9	1.4	1.1	0.4	*	0.4	0.2	4.5	1.6
20 to less than 40 days	1.7	-	*	-	-	*	*	-	1.8	0.6
40 days and over	-	-	*	-	*	-	-	-	*	*
Total	21.3	12.6	88.6	40.3	20.5	15.6	32.4	52.6	283.9	100.0
WORKING DAYS LOST										
					- '000 -					%
Up to 1 day	7.9	2.3	25.8	15.9	10.1	1.7	10.1	11.1	84.9	15.6
Over 1 to 2 days	8.8	1.0	30.1	5.6	2.0	5.6	10.0	21.1	84.1	15.4
Over 2 to 3 days	4.5	2.0	27.1	18.4	2.7	0.5	3.3	18.0	76.4	14.0
Over 3 to less than 5 days	1.3	6.2	7.8	7.4	3.5	19.6	0.1	7.4	53.4	9.8
5 to less than 10 days	14.7	17.9	10.9	22.5	17.8	12.7	20.4	25.5	142.4	26.1
10 to less than 20 days	0.2	12.3	20.6	12.8	5.5	0.5	5.0	2.7	59.4	10.9
20 to less than 40 days	39.8	-	1.0	-	-	0.8	1.0	-	42.6	7.8
40 days and over	-	-	0.8	-	0.4	-	-	-	1.2	0.2
Total	77.2	41.6	124.0	82.7	42.2	41.3	49.8	85.7	544.4	100.0
ESTIMATED LOSS IN WAGES										
					- \$'000 -					%
Up to 1 day	399	110	908	641	470	63	359	373	3,322	15.7
Over 1 to 2 days	396	47	1,039	209	77	199	412	740	3,119	14.4
Over 2 to 3 days	250	81	928	714	112	16	71	666	2,838	13.4
Over 3 to less than 5 days	56	270	264	260	136	685	4	277	1,953	9.2
5 to less than 10 days	834	817	373	815	689	444	553	961	5,486	25.9
10 to less than 20 days	10	553	693	456	232	20	171	110	2,245	10.6
20 to less than 40 days	2,119	-	40	-	-	26	53	-	2,239	10.6
40 days and over	-	-	38	-	15	-	-	-	52	0.2
Total	4,064	1,878	4,283	3,095	1,730	1,453	1,625	3,126	21,253	100.0

(a) See paragraph 2, page 1.

TABLE 4. INDUSTRIAL DISPUTES ENDING IN THE SEPTEMBER QUARTER 1978 (a) :
INDUSTRIES AND CAUSES

Cause of dispute (b)	Mining		Manufacturing		Construc- tion	Transport and storage; communication		Other industries	All industries	Proportion of total
	Coal	Other	Metal products, machinery and equip- ment	Other		Steve- doring services	Other			
DISPUTES										
					— number —					%
Wages	8	8	60	34	16	6	12	20	164	25.0
Hours of work	1	2	13	3	1	—	2	3	25	3.8
Leave, pensions, compensation provisions, etc.	—	2	3	3	—	2	1	3	14	2.1
Managerial policy	24	26	67	32	27	18	11	32	237	36.1
Physical working conditions	34	8	29	16	8	7	14	8	124	18.9
Trade unionism	8	15	21	5	5	2	4	4	64	9.8
Other	8	1	3	3	3	6	—	4	28	4.3
Total	83	62	196	96	60	41	44	74	656	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					— '000 —					%
Wages	3.2	2.6	35.7	8.2	2.0	1.0	6.2	22.7	81.5	28.7
Hours of work	0.1	0.2	5.4	0.8	*	—	0.3	17.3	24.1	8.5
Leave, pensions, compensation provisions, etc.	—	0.4	0.2	0.5	—	0.2	3.5	1.4	6.1	2.2
Managerial policy	5.5	7.6	24.4	12.3	5.7	8.4	3.7	5.0	72.7	25.6
Physical working conditions	5.1	0.5	3.6	2.1	0.9	0.6	10.1	0.7	23.6	8.3
Trade unionism	0.9	1.0	4.1	1.2	0.4	0.1	3.8	0.3	11.8	4.2
Other	6.6	0.3	15.3	15.1	11.4	5.3	4.9	5.2	64.1	22.5
Total	21.3	12.6	88.6	40.3	20.5	15.6	32.4	52.6	283.9	100.0
WORKING DAYS LOST										
					— '000 —					%
Wages	46.4	12.5	69.5	29.9	7.5	1.9	11.1	48.7	227.5	41.8
Hours of work	0.1	*	1.1	0.9	0.1	—	0.2	18.0	20.4	3.7
Leave, pensions, compensation provisions, etc.	—	1.3	0.1	1.2	—	1.5	1.3	1.8	7.2	1.3
Managerial policy	9.2	24.7	38.5	34.2	23.1	32.8	8.0	11.6	182.1	33.4
Physical working conditions	7.7	0.9	2.5	4.9	1.4	0.4	10.5	1.2	29.6	5.4
Trade unionism	1.0	2.1	5.1	2.6	0.6	0.1	16.3	1.6	29.3	5.4
Other	12.9	0.1	7.1	9.1	9.4	4.6	2.4	2.7	48.3	8.9
Total	77.2	41.6	124.0	82.7	42.2	41.3	49.8	85.7	544.4	100.0

(a) See paragraph 2, page 1. (b) See paragraph 16, page 2.

TABLE 5. INDUSTRIAL DISPUTES ENDING IN THE SEPTEMBER QUARTER 1978 (a) :
INDUSTRIES AND METHODS OF SETTLEMENT

Method of settlement (b)	Mining		Manufacturing		Construc- tion	Transport and storage; communication		Other indust- ries	All indust- ries	Proportion of total
	Coal	Other	Metal products, machinery and equip- ment	Other		Steve- doring services	Other			
DISPUTES										
					- number -					%
Negotiation	17	16	29	29	7	6	8	14	126	19.2
Mediation	-	-	-	1	2	-	-	1	4	0.6
State legislation -										
(a) Under State conciliation, etc. legislation	1	4	12	14	7	3	2	10	53	8.1
(b) Intervention, etc. of State government officials	1	-	-	-	-	-	-	-	1	0.2
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	-	2	12	8	7	-	4	-	33	5.0
(ii) Coal Industry Acts	7	-	-	-	-	-	-	-	7	1.1
(iii) Stevedoring Industry Act	-	-	-	-	-	-	-	-	-	-
(iv) Other Acts	-	-	-	-	-	-	-	-	-	-
(b) Intervention, etc. of Federal government officials	-	-	-	-	-	-	-	-	-	-
Filling the places of workers on strike or locked out	-	-	-	-	-	-	-	-	-	-
Closing down the establishment permanently	-	-	-	-	-	-	-	-	-	-
Resumption without negotiation	57	40	143	44	37	32	30	49	432	65.9
Other methods	-	-	-	-	-	-	-	-	-	-
Total	83	62	196	96	60	41	44	74	656	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					- '000 -					%
Negotiation	1.4	1.8	4.1	6.8	0.3	0.2	1.0	2.2	17.9	6.3
Mediation	-	-	-	*	0.3	-	-	0.3	0.6	0.2
State legislation -										
(a) Under State conciliation, etc. legislation	*	2.0	1.2	1.4	1.2	0.6	0.3	2.2	8.9	3.1
(b) Intervention, etc. of State government officials	1.6	-	-	-	-	-	-	-	1.6	0.6
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	-	0.3	13.5	0.9	0.3	-	4.2	-	19.2	6.7
(ii) Coal Industry Acts	1.5	-	-	-	-	-	-	-	1.5	0.5
(iii) Stevedoring Industry Act	-	-	-	-	-	-	-	-	-	-
(iv) Other Acts	-	-	-	-	-	-	-	-	-	-
(b) Intervention, etc. of Federal government officials	-	-	-	-	-	-	-	-	-	-
Filling the places of workers on strike or locked out	-	-	-	-	-	-	-	-	-	-
Closing down the establishment permanently	-	-	-	-	-	-	-	-	-	-
Resumption without negotiation	16.7	8.4	69.7	31.2	18.5	14.8	26.8	48.0	234.2	82.5
Other methods	-	-	-	-	-	-	-	-	-	-
Total	21.3	12.6	88.6	40.3	20.5	15.6	32.4	52.6	283.9	100.0
WORKING DAYS LOST										
					- '000 -					%
Negotiation	2.3	8.9	16.2	30.7	1.5	0.2	5.7	14.9	80.5	14.8
Mediation	-	-	-	*	3.9	-	-	0.4	4.3	0.8
State legislation -										
(a) Under State conciliation, etc. legislation	0.7	13.0	6.0	10.2	3.1	1.2	1.3	8.7	44.3	8.1
(b) Intervention, etc. of State government officials	3.2	-	-	-	-	-	-	-	3.2	0.6
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	-	1.1	29.3	4.3	1.2	-	18.0	-	53.9	9.9
(ii) Coal Industry Acts	8.7	-	-	-	-	-	-	-	8.7	1.6
(iii) Stevedoring Industry Act	-	-	-	-	-	-	-	-	-	-
(iv) Other Acts	-	-	-	-	-	-	-	-	-	-
(b) Intervention, etc. of Federal government officials	-	-	-	-	-	-	-	-	-	-
Filling the places of workers on strike or locked out	-	-	-	-	-	-	-	-	-	-
Closing down the establishment permanently	-	-	-	-	-	-	-	-	-	-
Resumption without negotiation	62.3	18.6	72.5	37.4	32.4	39.9	24.8	61.7	349.5	64.2
Other methods	-	-	-	-	-	-	-	-	-	-
Total	77.2	41.6	124.0	82.7	42.2	41.3	49.8	85.7	544.4	100.0

(a) See paragraph 2, page 1. (b) See paragraph 17, page 2.

TABLE 6. INDUSTRIAL DISPUTES : ANALYSIS BY NUMBER OF WORKERS INVOLVED (a), RECENT QUARTERS

Number of workers involved (directly and indirectly) (b)	Quarter ended —	Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
			Number ('000)	Per cent of total	Number ('000)	Per cent of total	
Under 50	1977 December	156	3.7	3.1	10.9	2.0	416
	1978 March	161	4.1	6.2	11.5	7.2	413
	June	196	5.0	1.0	15.2	2.0	569
	September	230	6.1	2.1	24.0	4.4	906
50 and under 100	1977 December	118	8.4	6.9	25.1	4.6	1,265
	1978 March	105	7.2	10.9	17.3	10.8	664
	June	121	8.7	1.7	17.7	2.4	639
	September	126	9.3	3.3	20.7	3.8	800
100 and under 200	1977 December	79	11.1	9.1	32.2	5.9	1,177
	1978 March	81	11.3	17.0	26.7	16.6	1,023
	June	104	14.9	2.9	43.2	5.8	1,649
	September	108	15.3	5.4	34.3	6.3	1,295
200 and under 400	1977 December	52	14.4	11.8	53.8	9.8	2,114
	1978 March	51	14.4	21.8	29.6	18.5	1,114
	June	75	21.0	4.1	47.1	6.3	1,920
	September	101	27.9	9.9	69.8	12.8	2,670
400 and under 1,000	1977 December	32	20.6	17.0	113.8	20.7	4,015
	1978 March	24	13.6	20.7	49.0	30.5	1,955
	June	48	34.2	6.8	69.1	9.2	2,548
	September	45	31.1	11.0	92.2	16.9	3,821
1,000 and under 2,000	1977 December	15	21.3	17.5	77.3	14.1	2,760
	1978 March	8	10.5	15.9	22.4	14.0	987
	June	21	35.6	7.0	66.1	8.8	2,306
	September	24	41.9	14.8	127.6	23.4	5,477
2,000 and under 3,000	1977 December	4	9.2	7.6	161.6	29.4	5,616
	1978 March	2	5.0	7.6	4.0	2.5	143
	June	11	28.4	5.6	40.9	5.5	1,474
	September	5	19.6	6.9	12.7	2.3	473
3,000 and over	1977 December	3	32.8	27.0	74.7	13.6	2,608
	1978 March	—	—	—	—	—	—
	June	15	359.9	70.9	450.9	60.1	15,285
	September	17	132.6	46.7	163.1	30.0	5,812
Total	1977 December	459	121.6	100.0	549.5	100.0	19,970
	1978 March	432	66.1	100.0	160.6	100.0	6,298
	June	591	507.6	100.0	750.3	100.0	26,390
	September	656	283.9	100.0	544.4	100.0	21,253

For footnotes see Table 7.

TABLE 7. INDUSTRIAL DISPUTES : ANALYSIS BY TOTAL WORKING DAYS LOST (a), RECENT QUARTERS

Total working days lost (c)	Quarter ended —	Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
			Number ('000)	Per cent of total	Number ('000)	Per cent of total	
10 and under 100	1977 December	233	15.9	13.1	9.6	1.7	373
	1978 March	218	14.1	21.4	9.1	5.6	336
	June	281	20.6	4.1	12.4	1.7	471
	September	291	19.0	6.7	12.8	2.4	491
100 and under 500	1977 December	139	20.3	16.7	31.5	5.7	1,274
	1978 March	148	20.4	30.9	34.4	21.4	1,316
	June	174	35.8	7.1	42.9	5.7	1,611
	September	221	42.6	15.0	54.1	9.9	2,089
500 and under 1,000	1977 December	35	10.5	8.6	24.5	4.5	960
	1978 March	36	10.1	15.3	25.4	15.8	953
	June	54	26.7	5.3	43.6	5.8	1,687
	September	54	24.9	8.8	41.1	7.5	1,595
1,000 and under 2,000	1977 December	19	15.7	12.9	27.3	5.0	1,015
	1978 March	13	8.0	12.1	18.8	11.7	710
	June	34	24.1	4.8	53.8	7.2	2,027
	September	39	49.6	17.5	64.6	11.9	2,351
2,000 and under 5,000	1977 December	11	8.8	7.3	33.9	6.2	1,190
	1978 March	12	9.2	14.0	35.6	22.2	1,270
	June	24	34.4	6.8	83.1	11.1	2,957
	September	26	40.5	14.3	89.9	16.5	3,731
5,000 and under 10,000	1977 December	12	16.3	13.4	85.3	15.5	3,237
	1978 March	4	2.6	3.9	26.6	16.6	1,145
	June	15	80.1	15.8	148.7	19.8	5,189
	September	15	51.1	18.0	103.2	19.0	4,154
10,000 and over	1977 December	10	34.0	27.9	337.4	61.4	11,921
	1978 March	1	1.7	2.6	10.7	6.7	568
	June	9	285.9	56.3	365.9	48.8	12,447
	September	10	56.2	19.8	178.6	32.8	6,842
Total	1977 December	459	121.6	100.0	549.5	100.0	19,970
	1978 March	432	66.1	100.0	160.6	100.0	6,298
	June	591	507.6	100.0	750.3	100.0	26,390
	September	656	283.9	100.0	544.4	100.0	21,253

(a) See paragraph 2, page 1. (b) See paragraphs 10 to 13, page 2. (c) See paragraph 14, page 2.